

FOLIO

UNIVERSITY OF ALBERTA
28 OCTOBER 1994



INSIDE

- MP Blondin-Andrew encourages University's aboriginal students (p 2)
- President-elect Fraser an avid listener (p 3)
- 'Focus on Faculties' (p 5)

Government seeks higher tuition fees, more flexibility in collective agreements

Ady wants boards to renegotiate collective agreements by March

By Michael Robb

The Minister of Advanced Education is asking boards of governors to renegotiate their collective agreements by 1 March 1995. Jack Ady wants to give institutions the flexibility to terminate academic staff in cases of program redundancy or financial exigency.

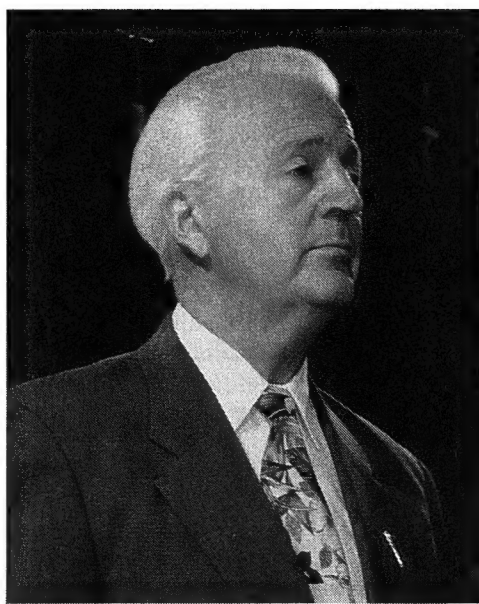
"Many postsecondary collective agreements place inappropriate barriers to termination of employment," the Minister said last week. "Tenure was never meant as job security. Academic freedom will continue to be an essential aspect of postsecondary education and will remain unaffected."

The Minister released *New Directions for Adult Learning in Alberta*, a policy paper containing 22 strategies he believes will increase accessibility, improve responsiveness, increase affordability and enhance accountability in the postsecondary education system. (Please see strategies, page 4.)

Asked what would happen in the event boards and staff associations could not reach agreements, Ady said he is confident legislation would not be necessary to force the issue. "A year ago we didn't need to legislate a five percent rollback. I expect they [people in the postsecondary institutions] will look at what we're proposing and will negotiate something that's acceptable to both sides."

The University of Alberta supports the concept of tenure as a protection of academic freedom and supports the Minister's call for appropriate redundancy provisions in the Faculty Agreements, said John McDonald, Acting President.

Confederation of Alberta Faculty Associations President James Marino said, "Where there isn't already a clause like that [suggested by the Minister], it's under active negotiations. I don't think there's a ton of



Jack Ady, Minister of Advanced Education and Career Development

deadwood out there waiting to be lopped off. What I worry about is that the clauses might be written as management rights clauses in such a way that it gives universities the blanket opportunity to dismiss individuals not for any other reason than to save their salaries.

"On both sides of the bargaining table, I'm sure there's a great sigh of relief that the Minister indicated that he doesn't have draft legislation waiting behind the curtain like a loaded gun—at least not yet."

Board of Governors Chair John Ferguson said, "I believe it's in the interest of the academics to make changes as well. Those that are good are not threatened at all. We're not talking about tenure, we're talking about job security."

The Minister said, "We have no intention of doing away with academic freedom. Tenure was there for a necessary reason and it's just as necessary now as it ever was. We're talking about job security and guaranteed employment. I have difficulty when you have faculty in place and no students or programs; in those circumstances, institutions need to be able to deal with that."

Association of Academic Staff President Ann McDougall said the policy is a somewhat veiled attack on tenure and interferes with the collective bargaining process. "I think the government is less concerned about tenure *per se* than the idea that in some way there are barriers to their ability to manage programs. Their main concern is flexibility, and to respond to a changing market."

"The government wants to have the flexibility to hire and fire according to consumer-driven demand. The colleges are set up to do that. We are not, and we shouldn't be. We cannot institute research over long periods of time with the threat that next year the government may not want this program, or they may want it somewhere else. We certainly won't be able to keep our good teachers and researchers with that kind of a threat."

Dr McDougall said the government doesn't understand the principal purpose of the University within the postsecondary system.

She pointed out that the Association and Board of Governors have already agreed to sit down and negotiate redundancy and exigency issues. "Yet, this is being portrayed as something that had to be forced upon us. Now we have political interference to tell us what the end-result will be."

Students pleased gov't will still regulate tuition fee hikes

GSA lauds Ady for decision not to charge full cost recovery tuition to foreign students

By Michael Robb

Student leaders on this campus weren't pleased to learn that tuition fees would be allowed by the provincial government to rise to a maximum of 30 percent of institutions' net operating expenses.

"At a minimum, 70 percent of the expenditures will be covered by taxpayer support and other institutional revenues," Minister of Advanced Education and Career Development Jack Ady said last week at the release of the government's blueprint for the postsecondary education system, *New Directions for Adult Learning in Alberta*.

"We will continue to limit the annual maximum fee increase to an average of no more than \$215 per year, indexed for infla-

tion, and tuition fees will not be allowed to reach the 30 percent ceiling before the year 2000," he said. "Institutions must also establish an open and effective consulting mechanism with students to set all fees, including tuition, and every year they must publish a three-year schedule of all fees."

"The University of Alberta welcomes the announcement of a higher cap on tuition," John McDonald, Acting President, said. "We will act responsibly and continue to adjust rates gradually in order that access to a quality University education can be maintained."

University of Alberta Students' Union President Suzanne Scott said, "We're not

thrilled with the overall tuition cap. We're a little frustrated that the so-called 'reasonable amount' that students pay continues to go up. We'll try and work with it, but it does leave a lot of room for the universities. It remains to be seen what kind of latitude they take with that room."

"We did have some impact on being able to keep the annual increase capped. We were very happy to see that. We feel that the cap is essential for those students managing the burden of postsecondary education."

Graduate Students' Association Vice-President, financial services, Frank Coughlan, said, "I believe that students'

Continued on page 3

Join in celebrating research excellence

Spend a lunch hour listening to three well-known University researchers talk informally about their research, why it intrigues them, and why they find it so exciting. The celebration also includes the unveiling of the publication *Making Sense*, a profile of research and researchers on campus.

Thursday, 3 November
Alumni Wall of Fame Room,
main floor SUB
12 noon to 1 pm

Light snacks & refreshments will be served.

U of A now an 'Energy Innovator'

By Elsa Roehr

The University of Alberta's long record of energy efficiency was recognized as it joined 13 other public and private organizations to become an "Energy Innovator."

The new "Energy Innovators" signed letters of commitment to the federal Energy Innovators Venture. It was part of a ceremony at Edmonton's City Hall on Monday, 24 October, that kicked off Energy Awareness Week.

A video link beamed congratulations from Natural Resources Minister Anne McLellan, and Mayor Jan Reimer expressed the City's appreciation for the past and future efforts of the new Energy Innovators. The Energy Innovators Venture is part of the Efficiency and Alternative Energy Program (EAEP), a Green Plan program that promotes energy efficiency and alternative energy to Canada's businesses, institutions and municipalities.

By signing the letter of commitment, the U of A will continue to implement energy efficiency measures to reduce the environmental impact of energy use. The University has already won numerous awards and recognition for a record in energy conservation that dates back to the '70s.

In the past 20 years, the U of A has saved more than \$60 million by implementing energy efficiency strategies, noted Kevin Moodie, Associate Director of Building Operations, Physical Plant, who signed on behalf of the University. "That's money we would have had to pay out in utilities," he said.

Much of the savings came from simple moves, like converting incandescent lights to more energy-efficient fluorescent lighting and deleting 70,000-80,000 fluorescent lamps. Now, the University is prepared to tackle more expensive conservation strategies. Moodie will liaise with the Energy Venture Division of Natural Resources Canada (NRCAN).

The U of A has issued a challenge to every other Canadian university to follow its example of energy efficiency.

Among the other organizations that became Energy Innovators were the University of Alberta Hospitals and West Edmonton Mall.

Two from U of A will serve on provincial science and research board

By Folio staff

Two members of the University of Alberta community will serve on the Board of Management of the Alberta Science and Research Authority. Dr Ruth Collins-Nakai, Associate Dean and Professor of Pediatrics, Faculty of Medicine, and John McDougall, holder of the Ernest E and Gertrude Poole Chair in Engineering Management, Faculty of Engineering, were appointed on 21 October by Dianne Mirosh, Minister Responsible for Science and Research.

Sixteen people with expertise in science and research, development and related business fields will serve as the senior science and research body of the provincial government. They will advise the government on science and research investments, including the identification of research priorities and funding allocations.

The Board of Management will be chaired by Dr Robert Church, Professor Emeritus, Medical Biochemistry, University

of Calgary. Dr Lorne Taylor, MLA (Cypress-Medicine Hat), will be the vice-chair of the Board. Other members of the board are: Dr Brian Barge, president, Alberta Research Council; Edwina Bobocel, senior consultant, Community Ventures Limited; Albert Bell, president, Albert Bell Development Consultants Ltd; Dr Len Bruton, Professor of Engineering, University of Calgary; Dr William Cochrane, consultant, Vencap Equities AB Ltd; Ian Hamilton, sen-

ior manager, Innovation and Technology, Bank of Montreal; Jack Macleod, Foothills Hospitals Foundation, retired CEO of Shell Canada; Mike Pfeiffer, president and CEO, QC Data International; Glenn H Rainbird, president and CEO, TRLabs; Dr Rob Rennie, New Products R&D, Cominco Fertilizers Ltd; Charlotte Robb, vice-president and regional manager, Alberta North & NWT, CIBC; and Ben Thorlakson, president, Thorlakson Feedyards.

Record keeping moving into chaotic period, experts tell colloquium

Archivists, record keepers grappling with challenges of the electronic office

By Michael Robb

Should you keep that E-mail message? Is it important to the institution that it have a record of that message? If so, who should you give it to? In what form? And where should it go?

These are questions institutions are increasingly grappling with, says John McDonald, director of information management standards and practices division of the National Archives of Canada.

"There really is a crisis in record keeping," McDonald told a colloquium on issues in managing the electronic office last Thursday. And those who believe the modern office is moving to a more orderly way of archiving and keeping records are mistaken. The new environment is actually going to be more chaotic, he told many on-campus professionals who are responsible for keeping records in their various areas.

McDonald said that the issues facing record keepers and archivists are: a lack of assigned responsibility; a lack of policy; an absence of business rules for record keeping; and no requirements definition. He also noted that few technology solutions are available and that record keepers are struggling to come to grips with the handling of electronic records.

Co-speaker Margaret Hedstrom, chief of state records advisory services at the New York State Archives and Records Administration, agreed there is a crisis of accountability facing people who keep records. Those people are asking four questions: What do we need to keep? Who is responsible for keeping it? How should records be created and managed? And how can appropriate and continuing access to records be ensured?

Dr Hedstrom said there are a number of forces driving organizational change in the '90s which will have an impact on record keeping. People believe there's too much paperwork, processes are cumbersome and require too many levels of approval, there's a lack of accountability and there's too much

information to organize and retrieve. She said there are simply too many technologies and that some of the available technology is inadequate. There are also more demands for competitiveness and flexible and rapid customer services. All this is occurring at a time of stagnant or shrinking budgets.

University of Alberta Archivist Bryan Corbett said the electronic office is having a profound influence on record keeping practices such as issues of ownership, access, copyright, distribution and security.

The three-day colloquium was meant to identify the major issues in the field and come up with solutions, said Corbett. University officials attended the first day and archivists from the western provinces attended the second and third days. On the occasion of the 25th anniversary of the University of Alberta Archives, the colloquium was organized by the University Archives and Archives Society of Alberta. Financial assistance was provided by the Canadian Council of Archives and U of A Library.

MP here for Aboriginal Health Day

'The status quo is not an option,' says Ethel Blondin-Andrew

By Judy Goldsand

"If I achieve one thing, I would like to enable young people to gain meaningful work so they can build strong families and communities," said Ethel Blondin-Andrew, Member of Parliament for the Western Arctic and Secretary of State for Training and Youth. She spoke of the need to build self-esteem and self-reliance among Canada's aboriginal youth as a foundation for breaking the cycle of intergenerational poverty that exists for many.

Blondin-Andrew was in Edmonton 17 October as the keynote speaker for the fourth annual Aboriginal Health Day sponsored by the Faculty of Medicine's Native Health Care Careers Program. The Day was designated to focus attention on the health needs of Canada's aboriginal communities.

After reflecting on some of the difficulties she has had along the way to her present position, Blondin-Andrew praised the aboriginal students at U of A and encouraged them to continue their education. "I know you have overcome awesome odds to get this far. The fact that you are here is a testament to your tremendous courage and tenacity. Be proud of the fact that you've achieved the first step and go forward."

The Native Health Care Careers Program here is the most successful of its kind in Canada, says its coordinator, Anne Marie Hodes. "Our Faculty has 12 aboriginal medical students, the largest number in the country. We also have the most aboriginal students in other health science Faculties, with 50 enrolled in Dentistry and Dental Hygiene, Medical Laboratory Science, Nursing, Pharmacy, and Rehabilitation Medicine."



Medical student Andrea Jenkins, left, presents a gift to Ethel Blondin-Andrew, keynote speaker at Aboriginal Health Day.

Blondin-Andrew, who was raised in a traditional Dene household, was first elected to the House of Commons in 1988 and re-elected in 1993 as Member of Parliament for the Western Arctic. She is an alumna of the University of Alberta with a Bachelor of Education degree and holds teaching certificates for Alberta and the Northwest Territories.

Lorne Tyrrell, Dean of Medicine, says the Faculty was delighted to have Blondin-Andrew participate. "She is an outstanding role model for our students, just as our aboriginal students are role models in their communities. Ms Blondin-Andrew's involvement indicates to us the importance of what the University of Alberta is accomplishing with our Native Health Care Careers Program."

The Native Health Care Careers Program was started to alleviate some of the inequities in the health status of Canada's aboriginal population by encouraging aboriginal students to become physicians and other health professionals. According to the Canadian Medical Association, the ratio of aboriginal physicians to aboriginal persons is 1:33,000 as compared with 1 physician for every 515 people generally in Canada.

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Folio's mandate is to serve as a credible news source for internal audiences by communicating accurate and timely information about issues, programs, people and events.

DEADLINES:

Notice of coming events: 9 am three weeks in advance of event. Classified advertisements: 3 pm one week before desired publication date. This date also serves as the deadline for cancellation of advertisements. Advertisements cost 40 cents per word with no discount for subsequent insertions. There is a limit of 40 words and a minimum charge of \$2.00. Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission.

Display advertisements: 3 pm Friday, seven days before desired publication date. Camera-ready artwork is required to size, complete with halftones if necessary. Call 492-0436 for sizes, rates and other particulars.

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University
of
Alberta



United Way



Our goal: \$260,000

\$130,000

Draw prize winners

The winners of the 21 October Early Bird Draw were: Vivien Bosley (Romance Languages), Malaysian Satay gift certificate; Ulrich Trumpener (History), two pieces of designer luggage from P Lawson Travel; Al Cook (Rehabilitation Medicine), Faculty Club gift certificate; Bridget Elliott (Art and Design), La Boheme gift certificate; Janet Urness (Pension and Benefits), Sears gift certificate from Ed Tel Mobility; Gordon Chaytors (Family Medicine), Panasonic cordless telephone; Phyllis Schneider (Speech Pathology), golf tournament pass and box of golf balls; and Janet Service (Computing Science), Art Quinney (Physical Education and Recreation), Max Schubert (Technical Services), Sara Zalik (Zoology) and Dorothy Burgess (Sociology), Drama passes (two tickets each).

First Gilbert Chair in Medical Education Awarded

Testing and evaluation to be focus of research

By Judy Goldsand

A new Chair in the Faculty of Medicine's Division of Medical Education will strengthen the U of A research program in testing and evaluation. The installation on 12 October of Thomas O Maguire as the first Gilbert Professor of Medical Education was marked by Dr Maguire's inaugural lecture titled "The Assessment of Clinical Competence."

Dr Maguire is a member of the Faculty of Education's Department of Educational Psychology. He has worked in setting standards with the Medical Council of Canada and is a member of the Alberta Provincial Advisory Committee on Health Research. His strong research interest in testing and evaluation has resulted in more

than 60 major publications and international speaking invitations. Dr David Cook, Director of the Division of Studies in Medical Education, said the addition of Dr Maguire to the unit will make Edmonton the nucleus of a strong research group in this field.

Dr Maguire paid tribute to scholarly work that began more than 25 years ago. "People like Alan Gilbert, Donald Wilson [former Dean of Medicine] and Steve Hunka (Education) were among the leaders in the field of assessment. In the early 1970s they developed the first computerized examinations here, and since then have done a lot of work in assessing medical and nursing students."

The J Alan Gilbert Chair in Medical Education has been established to honour Dr J Alan Gilbert, an outstanding clinical teacher and practitioner. During his 26-year association with the University of Alberta (1957-1983), Dr Gilbert was a role model and resource for more than 2,000 students. He has received numerous honours and awards for his efforts in medical education,

including recognition as a Master of the American College of Physicians.

The Division of Studies in Medical Education's mandate is to improve the curriculum, develop new student learning methods, enhance faculty teaching skills, and conduct research in medical education and evaluation methods.

Andrew McGregor family boosts endowment for Gilbert Chair

The Andrew McGregor family merited special recognition for its leadership gift of \$100,000 to the endowment fund for the J Alan Gilbert Chair in Medical Education. The Faculty of Medicine paid tribute to the McGregor family at a ceremony 14 October, following the inaugural lecture by the Gilbert Chairholder, Tom Maguire. Mrs Eva

McGregor, wife of the late Andrew McGregor, said that the family made the contribution in gratitude to Dr Gilbert who, besides being her husband's physician, was a great friend.

To fully endow the Gilbert Chair will require an endowment fund of \$2 million. About \$800,000 has been raised to date.



Mrs Eva McGregor and Alan Gilbert, at the awarding of the first Gilbert Chair in Medical Education

Fraser busy getting to know you

By Elsa Roehr

Officially, he doesn't start until 1 January 1995, but President-elect Rod Fraser doesn't believe in waiting until the last minute. Since he was selected as the University of Alberta's 11th president on 28 June, Dr Fraser has been on campus eight times. A quick look at his meeting schedule shows he is wasting no time getting to know the U of A's staff, students, and stakeholders.

With his primary interest clearly on the University community, so far Dr Fraser has visited all Faculties; he has met with all the Deans and many of the Chairs and Directors and has talked to many of the academic and support staff. And he met with staff and student associations: the AAS:UA, CAFA and NASA; and the SU and GSA. He's now meeting with departments and touring labs.

Dr Fraser has also started building relationships with other postsecondary institutions in Alberta, meeting with University of

Calgary President Murray Fraser and Grant MacEwan Community College President Gerry Kelly.

In the political arena, Dr Fraser has met with Premier Ralph Klein, Advanced Education and Career Development Minister Jack Ady and Deputy Minister Lynne Duncan, Alberta Treasurer Jim Dinning, and Science and Research Authority Minister Dianne Mirosh. He has also spoken with Mayor Jan Reimer, and with John Manley, federal Minister of Industry Canada.

As a distinguished alumnus, Dr Fraser was a welcome and busy guest during Homecoming Weekend, delivering a speech at the Alumni Dinner and attending the Students' Union breakfast and a barbeque hosted by the Board of Governors.

Dr Fraser will continue to visit campus twice a month until he begins his presidential duties. He intends to visit all academic and support units in the next year.



President-elect Rod Fraser, second from right, hears from academic and support staff of the Department of Physics. His eighth visit to campus, 21 to 25 October, also saw Dr Fraser attend the fifth annual Alberta Science and Technology Leadership (ASTech) Awards on the 21st.

ASTechs a good reflection on U of A

By Folio staff

Business dominated the Alberta Science and Technology Leadership (ASTech) Awards this year. The University of Alberta did not win any awards in the official categories and The University of Calgary received only one award.

But the U of A was not shut out. The WISEST program (Women in Scholarship, Engineering, Science and Technology), spearheaded by Dr Margaret-Ann Armour (Chemistry), received a Special Certificate of Merit for its success in promoting the sciences as rewarding career choices to young women. WISEST was a finalist for the ASTech Science and Technology Public Awareness Prize, which went to the Science Alberta Foundation.

The U of A also basked in reflected glory. The Outstanding Leadership in Alberta Technology award went to former Chair of Chemical Engineering Dr Donald B Robinson of DB Robinson and Associates Ltd, a U of A spinoff company. Dr Robert Weir, Senior Vice-President, Technologies, at Sherritt Inc and a former graduate student in Chemistry, was honoured with the ASTech for Outstanding Contribution to the Alberta Science and Technology Community.

University of Calgary Chemist Dr Jerry H Wang won the Outstanding Leadership in Alberta Science award. U of A Professors Chuji Hiruki (Plant Science) and Grant McFadden (Biochemistry) had been finalists.

Students

Continued from page 1

ability to plan their finances over the duration of their programs is extremely important."

Foreign students will pay a minimum of double the tuition assessed domestic students. Any surcharge above this level will be a local decision made at each institution. Boards may establish bursaries and scholarships to help attract students of high calibre from other countries. "We are pleased that the Minister was listening to graduate student concerns when he made the decision not to charge full-cost recovery tuition to international graduate students, but to leave it up to the institutions to decide," said GSA President Kimberley Krushell.

"We believe the new differential fee policy should not impact our graduate pro-

grams because the University administration already opposes the idea of charging international graduate students full-cost recovery tuition."

The Minister also stated that:

- financial assistance would be adjusted annually in response to tuition fee increases, and the remission program would continue to ensure that student debt is manageable, and
- "The role of the Alberta Council on Admissions and Transfer will be substantially strengthened. Students' ability to transfer courses between institutions will be improved, and a public mediation process will be established to resolve transfer issues."

New Directions for Adult Learning contains 22 strategies

By Folio staff

Advanced Education and Career Development's new plan to meet learning needs of adult Albertans contains 22 separate recommendations for the province's postsecondary education system.

The provincial government believes these strategies will improve accessibility, responsiveness, accountability and affordability. "There is a shift in emphasis in our social policies, and both the federal and provincial governments have set out to increase self-sufficiency and reduce dependence on passive social support programs," Minister Jack Ady said last week.

The provincial government's strategies follow:

To improve accessibility:

- 1.1 set up an Access Fund to increase the number of learning opportunities available to Albertans.
- 1.2 develop a plan to prepare for future enrollment pressures.
- 1.3 expand the use of learning technology and alternate forms of program delivery to create more opportunities to learn.

- 1.4 develop alternative routes to employability to assist Albertans not pursuing a conventional postsecondary education.
- 1.5 demonstrate the benefits of private sector investment in human resources to develop more employee training opportunities.
- 1.6 develop initiatives to help Albertans overcome barriers to participating in learning opportunities.
- 1.7 develop alternatives for Albertans receiving income support to increase their employability and self-reliance.

To improve the system's responsiveness:

- 2.1 create new paths for completing degrees to provide Albertans with learning opportunities that build on their completion of diploma programs.
- 2.2 introduce the applied degree credential to respond to the knowledge and skill requirements of Alberta's changing economy.
- 2.3 establish consultation activities to ensure the adult learning system is re-

- sponsive to the needs of Albertans.
- 2.4 establish a policy framework for university research to foster excellence in the creation and sharing of new knowledge.
- 2.5 improve information and counseling services to assist Albertans in making effective decisions about learning opportunities.
- 2.6 improve the transfer of courses and the recognition of prior learning to assist the progress of Albertans in the adult learning system.
- 2.7 remove barriers to responsiveness in programming to meet the needs of learners more effectively.
- 2.8 develop an electronic application service to enable public postsecondary institutions to better serve Albertans as they seek admission to learning programs.

To make the system more affordable to Albertans:

- 3.1 increase the responsibility of public postsecondary students for setting fees and covering the costs of learning to

- recognize the benefits of opportunities to learn.
- 3.2 continuously evaluate student assistance to ensure that financial need is not a barrier to learning opportunities.
- 3.3 establish a new funding mechanism to reward performance and productivity in publicly supported postsecondary education.
- 3.4 hold institutional boards accountable for revising collective agreements to meet changing economic circumstances.
- 3.5 develop centres of program specialization in public postsecondary institutions to ensure quality, cost-effectiveness and efficiency.

To increase accountability to Albertans:

- 4.1 require providers to measure and report on performance through an accountability framework to advise Albertans of results achieved in publicly funded learning opportunities.
- 4.2 ensure that providers of learning opportunities have met appropriate standards of quality to protect the learner.

Newly equipped computer lab in Law gives students access to Internet

Searching legal databases and sending E-mail to professors now possible

By Michael Robb

Want to cruise the Internet tonight? Electronic casebooks, listservs, indexes, legal databases, federal government resources, electronic mail, worldwide web ... it's all there. And now more than 500 Faculty of Law students have access to it.

They have been given General Purpose Unix server accounts, and Room W-104 in the John A Weir Memorial Law Library has recently been equipped with 22 brand-new, high-powered Macintosh computers. The computers are connected to the Internet and run a multitude of operating systems. The new lab, which cost about \$116,000, replaces an aging and increasingly obsolete laboratory.

Each station has access to the Internet.

"We're opening up new channels of communications for students and profes-

sors," says the Faculty's computer-assisted instruction specialist, Brent Poohkay. At the same time, students are also learning new skills that will help them deal with the information age. Students have taken seminars.

"This is a dynamic process," says Poohkay. "It's changing the way we do things, and it's having an impact on our daily lives. We're pushing the worldwide web as a good way to get around the Internet. It's a really good way to get started, because it's simply point and click.

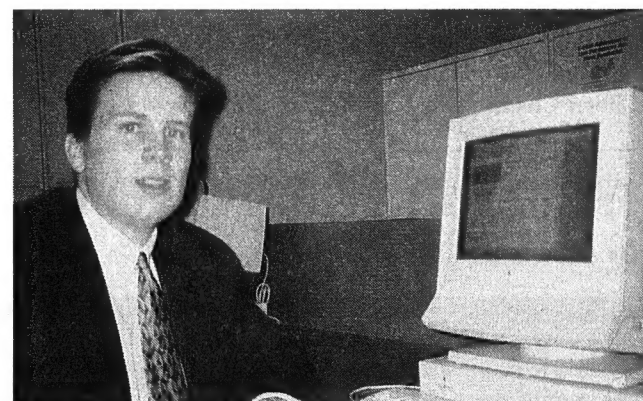
"We've set up a couple of web sites, and links to larger law schools in the United States and to government services."

As well as expanding students' access to online resources around the world, Poohkay and the faculty are producing electronic casebooks and are just getting started on

expanding computer-assisted instruction. Listservs have been established to provide students and professors with another avenue of communication.

"It's quite exciting now that all these students have E-mail. Professors are checking their mail every day, and suddenly there are messages from students. They're asking good questions that are brought back into class. And we actually have professors who will be distributing class notes, handouts and doing some class discussions through E-mail."

Poohkay says that opens up the possibility of online discussions.



Faculty of Law computer-assisted instruction specialist Brent Poohkay at one of the 22 brand-new computers in the Faculty's computer lab.

More seminars will be conducted to talk about the new things on the Internet. "That will actually get them out there and using some of them," says Poohkay.

Employment Equity Discretionary Fund accepting applications

By Folio staff

The University now has a discretionary fund to provide seed funding for projects consistent with the goals and ideals of *Opening Doors: A Plan for Employment Equity at the University of Alberta*.

Applications will be accepted until 24 November. Applications will be adjudicated by a subcommittee of the President's Employment Equity Implementation Committee (PEEIC). The subcommittee is chaired by Jim Newton, Dean of Students.

Applications for parties interested in pursuing projects that further the goals of equity on campus and are consistent with the spirit of *Opening Doors* are available at the Office of Human Rights.

Employment equity, Employment Equity Coordinator Cathy Anne Pachnowski explains, is about recruiting from the broadest possible pool of qualified applicants and retaining current employees in a climate that is welcoming of diversity. It is also about downsizing and the challenge of being fair and equitable in the face of difficult economic times.

"As an educational institution,"

Pachnowski says, "the University of Alberta participates in creating the pool of qualified applicants from which its academic and some of its nonacademic staff are selected. The University can take steps to increase the representation of designated groups in many of the occupations from which it will be recruiting both in the short and long terms. These steps are part of educational equity and are directly related to employment equity."

Criteria

Applications will be assessed on the basis of whether they further the employment or educational equity goals of the department and/or the University. The project can relate to academic staff, nonacademic staff or students.

As the amount of funding is limited, priority will be given to applications where the applicant or department is contributing to the cost of the project and/or has sought other sources of funding.

If an application is for a project specifically called for in the Work Plan of *Opening Doors*, consideration will be given to the tar-

get date of completion specified in *Opening Doors*. Many of the recommendations in *Opening Doors* represent human resources practices which are part of the normal operations and expenditures of the department's work, and are not exclusively equity matters. The Employment Equity Discretionary Fund will be used to cover supplemental costs occasioned by fulfilling the recommendations.

The fund is *not* intended to support projects that a unit or department is currently responsible for funding.

Who may apply?

Departments, Faculties, units, employee groups, individual staff members (academic or nonacademic) and student groups may apply.

Examples of projects or initiatives eligible for funding

- Undertaking a creative project about dealing with downsizing in a fair and equitable fashion;
- planning a workshop or bringing in a speaker to raise awareness of equity issues;

- expanding the pool of applicants for jobs by advertising in journals that are of particular interest to designated group members; sponsoring a member of a search committee to go to universities or conferences to recruit designated group members.

If you feel inclined to undertake a project but do not yet have a clear concept of one, a good starting place would be to review the Work Plan of *Opening Doors* (pages 60(a) to 72). It contains the specific commitments already made by the University to achieve employment equity.

If you are still working with a copy of *Opening Doors* which has a gold cover, please note that there is an updated version which was produced following the Board of Governors' approval in January 1994. The newer version has a green cover and is available by calling the Office of Human Rights at 492-7325.

If you have any questions as you prepare your application, or would like to discuss it, call Cathy Anne Pachnowski at 492-3020.

FOCUS ON Faculties

FACULTY FACTS

Mission: The Faculty is dedicated to the discovery, dissemination and application of knowledge about humans, bio-resources, environments and their interactions. This is achieved by:

- multi and interdisciplinary teaching, research, and community and professional service;
- leadership at local, national and international levels;
- collaboration within and outside the Faculty and University in the following areas of emphasis: agriculture; agriculture/food business management; environmental and conservation sciences; forestry; human ecology; and nutrition and food science.

Enrollment (1994-95): 1,258 undergraduates (increase of 119 over 93-94); 194 in MSc programs; 130 in PhD programs

Teaching staff: 94.3 fte

Courses: 296 undergraduate; 142 graduate

Degrees offered: BSc degree in Agricultural/Food Business Management; Agriculture; Environmental and Conservation Sciences; Forestry; Human Ecology; Nutrition and Food Sciences; also master's and PhD degrees

1993-94 Operating Budget: \$13,667,000

Leadership: Dean: EW

Tyrchniewicz; Associate Dean (Academic Programs) DS Chanasyk; Associate Dean (Research) ME Stiles

History: 1915: Faculty established; 1918: first BSc degrees in Agriculture; 1970: Forestry added; April 1993: Agriculture and Forestry merged with Home Economics; September 1994: number of departments reduced from eight to four.

Facilities: The Faculty occupies the Agriculture-Forestry Centre, the Home Economics Building, Printing Services Building, parts of the General Services Building and the Earth Sciences Building; Off-campus research and teaching facilities include the Edmonton Research Station; the Ellerslie Research Station; the Kinsella Ranch; the Rose Creek Educational Forest; the Ministik Wildlife Station; and the Breton Plots.

Prominent Alumni: Dr Alex McCalla, agricultural economist at the University of California (Davis) and former Dean of the College of Natural Resources; Dr Robert Church, founding head of the Department of Medical Biochemistry at The University of Calgary, and Chair of the new Alberta Science and Research Authority Board of Management; Ted Hole, owner of Hole's Greenhouses; Wallace Madill, former CEO of Alberta Wheat Pool; Dr Grant Devine, former premier of Saskatchewan.



Faculty of Agriculture, Forestry, and Home Economics Many advantages in mergers; still challenges ahead

By Judy Goldsand

The past four years have been ones of dislocation, repositioning and refocusing for many people involved in the mergers and reorganization in the Faculty of Agriculture, Forestry and Home Economics. But as a result, academic programs are much improved, says Dean Ed Tyrchniewicz. Also, Faculty members show new energy, have broadened their perspectives and have new respect for their colleagues' work, says the Dean.

This improvement is reflected in intensified demand for admission to the Faculty. The minimum grade for student admission has risen in the past two years from 65 percent to 74 percent in all programs but one.

Last month the Faculty announced its new structure that realigns seven departments into four. Forest Science and Soil Science amalgamated to form the Department of Renewable Resources under the chairmanship of Bruce Dancik. Animal Science, Food Science and Nutrition, and Plant Science merged to become the Department of Agricultural, Food, and Nutritional Science under Chair, Keith Briggs. Rural Economy remained a distinct unit under Michelle Veeman's leadership.

In 1993, the Faculty of Home Economics had been merged with the Faculty of Agriculture and Forestry, bringing their Food Science programs together and uniting two former Home Economics Departments, Family Studies and Clothing and Textiles, to form the Department of Human Ecology under Chair, Elizabeth Crown. The Department of Human Ecology is the fourth department in the new structure. The new interdisciplinary structure is unique in North America, the Dean believes.

Dr Tyrchniewicz, who was appointed as Dean of Agriculture and Forestry in 1988, said that within his Faculty the move toward these changes started more than four years ago, before recommendations from the Vice-President's (Academic) Committee on Restructuring. Enrollment in undergraduate programs was declining and it was apparent that a major overhaul was needed. The Dean set up a task force to critically look at all programs. He chose eight people, all of whom had distinguished themselves in their academic careers but none close enough to retirement that they wouldn't have to live with the results. "I told them nothing was sacred; they

could tackle anything. There was one proviso: they didn't get to stop with their recommendations, but had to sell them to the Faculty.

"The task force started by identifying the basics, the scientific foundations, of all degrees in the Faculty. Then they looked at the core components of specific degrees, and afterwards added the electives. Consultation with about 100 people on and off campus was ongoing, and turned some critics into real supporters. It was quite a process!"

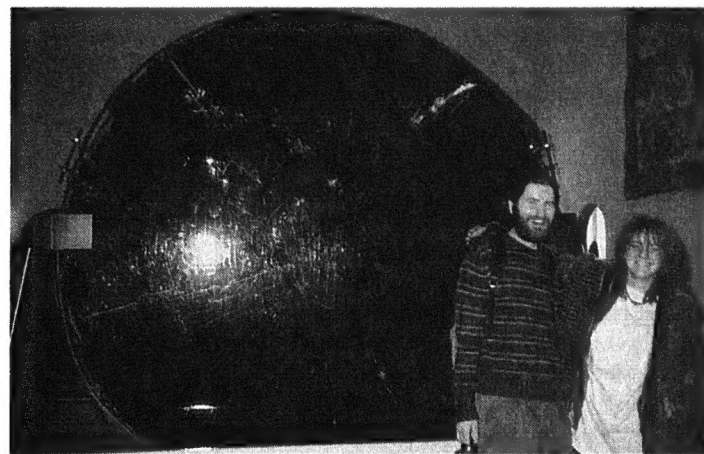
Dr Tyrchniewicz is particularly pleased that the administrative restructuring is based on academic criteria.

As a result of the task force recommendations, major changes were made to the Agriculture program, a new degree program was established in Environmental and Conservation Science, and new approaches to teaching, advising and orienting students were put in place, says the Dean. Also, more emphasis was placed on assessing teaching skills in performance evaluations, and a manual was developed for teaching assistants. Dr Tyrchniewicz paid tribute to Anne Naeth (Renewable Resources) who prepared the manual which now is used widely across Canada and is being translated into Thai.

Rural Economy is restructuring by broadening its mission to place more emphasis on selected areas of rural social sciences and less on agricultural economics.

The former Home Economics degree was replaced by new degree programs in Human Ecology and Nutritional and Food Science. The new Human Ecology program kept the best of both former programs (Family Studies and Clothing and Textiles) within an ecological framework, says Dr Crown.

Keith Briggs, Chair of the new Department of Agricultural, Food, and Nutritional Science, acknowledges "there was some apprehension initially, but we are well past that



Sonia Salyzyn and Bill Mackinnon, third-year students in Environmental and Conservation Science, talk near the Faculty landmark, a cross section of a 900-year-old coastal Douglas Fir. It serves as a reminder of the need to preserve the ecosystem.

and the mood is generally one of excitement. Our department now covers the entire food chain, from discoveries related to crops and animals, through conversion and production, to food. Coming together has highlighted our commonalities. All kinds of ties are being made which were not exploited before."

In Dr Briggs' opinion, one of the greatest benefits of the Faculty's new structure is that all programs are interdisciplinary. They are not run by departments so the element of departmental protection has been removed. People can be more objective in this framework.

During the next six months, says Dr Briggs, the department will try to figure out where its strengths are and identify those areas in which it can excel.

Challenges remain. After two attempts, the Faculty still has not found a new name that reflects all of its components. Dr Crown observes that potential students don't expect to find Human Ecology programs in conjunction with Agriculture and Forestry. Given the divergence between the human focus of Human Ecology and the primary resource focus of Agriculture and Forestry, cultivation of relationships will take time. There is certainly potential for collaboration, says Dr Crown. Discussions to explore common ground for logical and productive interaction between Human Ecology and other areas of the Faculty are continuing.

Food and nutrition research strengthened by mergers



Raylene Reimer, a PhD student in Nutrition.

The 1993 merger of the foods and nutrition group from Home Economics with the food science group from Agriculture brought all research in the food area together for the first time. Tom Clandinin, who chaired the joint Department of Food Science and Nutrition

until it became part of

Agricultural, Food and Nutritional Science, says it was a positive move. Graduate level activities were quickly integrated, and redesigned undergraduate courses are now being implemented.

Members of the group all like and respect each other, says Dr Clandinin. Decisions are made collectively in a very collegial manner. Research groups work in areas such as: infant

nutrition - improving infant formula to better reflect the composition of human milk; diabetes - studying the impact of diet and the immune function; protein metabolism - seeing how diet and exercise affect cancer patients; and fat metabolism - looking at the role of fatty acids.

Keith Briggs, Chair of Agricultural, Food and Nutritional Science, believes that research

in food and nutrition is a growing area. He says that one-third of Albertans are associated with the agriculture or food industries. Furthermore, the shift in emphasis from treating illness to maintaining health is making knowledge about nutrition increasingly important. Dr Briggs says that the U of A has the potential to make important contributions in food and nutrition research.

Big demand for new degree program

Four hundred students are enrolled in Environmental and Conservation Science (ENCS), a degree program established last year to meet the growing need for expertise in land management. The program is housed in the new Department of Renewable Resources, formed by the integration of Forest Science and Soil Science. Both former departments had well defined areas of interest and proud traditions, says Chair Bruce Dancik, but their interaction

opens new opportunities for building on the relationship between soil and land use. Our graduates have to be able to manage land for whatever the public wants, says Dr Dancik, such as habitat management for wildlife or parks management. That involves dealing with many aspects - the land, natural resources, wildlife, vegetation and land usage.

Associate Dean David Chanasyk who teaches in the ENCS program, says the new

Continued on page 6

'Focus on Faculties,' part 3

This feature on Agriculture, Forestry, and Home Economics is the third installment in Folio's 16-part series called "Focus on Faculties." The series is designed to increase readers' understanding of the Faculties by examining the challenges and changes they (Faculties) face, and by describing some of the exciting and innovative developments that spring from labs and classrooms. Watch for the next "Focus on Faculties" in two weeks.

AGRICULTURAL, FOOD AND NUTRITIONAL SCIENCE

4 November, 2 pm

Peter Watts, Feedlot Services, Australia, "Environmental Factors in the Design of Cattle Feedlots." 113 Agriculture-Forestry Centre.

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

8 November, 3:30 pm

Stephen W Peterson, Microbial Properties Research, National Center for Agricultural Utilization Research, Agricultural Research Service, US Department of Agriculture, "Phylogenetic Analysis of the Human Pathogenic Fungus *Aspergillus Fumigatus* and Closely Related Species." Classroom F, 2J4.02 Mackenzie Health Sciences Centre.

9 November, 4 pm

Stephen W Peterson, "Species Concepts, Molecular Systematics, and the Rapid Identification of Hyphomycetes by Molecular Methods." 6-29 Medical Sciences Building.

BIOLOGICAL SCIENCES

28 October, 3:30 pm

Charles Krebs, Department of Zoology, UBC, "Population Cycles in Mammals." 3-27 Earth Sciences Building.

BIOLOGICAL SCIENCES AND MEDICAL MICROBIOLOGY AND INFECTIOUS DISEASES

4 November, 3:45 pm

James Childs, Centre for Disease Control, Atlanta, "Epidemiology of Hantavirus in the United States." 3-27 Earth Sciences Building.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

4 November, 7:30 pm

Michael Muc, Augustana University College, Camrose, "Home Remedies of the Early Ukrainian Settlers." Heritage Lounge, Athabasca Hall.

7 November, 7:30 pm

Serhii Holovaty, president, Ukrainian Legal Foundation, and member, Parliamentary Committee on Foreign Affairs, "Reforming Ukrainian Society: Law and Politics." L-1 Humanities Centre.

CENTRE FOR INTERNATIONAL BUSINESS STUDIES

2 November, 3:30 pm

Emil Himirski, University of National and World Economy, Sofia, Bulgaria, "The Transition Economies in Eastern Europe: Problems and Expectations." Stollery Centre, 5th Floor, Business Building. RSVP: 492-2235.

8 November, 3:30 pm

Ivo Gueorguiev, European Bank for Reconstruction and Development, London, "Current Business Opportunities in Eastern Europe" and "How to Work with the European Bank for Reconstruction and Development." Stollery Centre.

ENGLISH

1 November, noon

Jane Magrath, "'A Dose of Bumtaffy': The Subversive Nature of Profanity and Nonsense in Smollett's *Humphrey Clink*." 4-29 Humanities Centre.

GEOGRAPHY

4 November, 3 pm

Guy Swinnerton, "Recent Developments in National Park Management in Britain." 3-36 Tory Building.



HISTORY AND GERMANIC LANGUAGES

28 October, 2 pm

Angelika Sauer, chair, German Canadian Studies, University of Winnipeg, "Whatever Happened to the Germans? German Canadian Studies - The State of the Art." 2-58 Tory Building.

HUMAN ECOLOGY

1 November, 12:30 pm

Vjera Bonifacic, "From Practice to Theory and Back Again: The Role of the Ethnographic Museum in Zagreb in the Canonization of Folk Textiles in Croatia." 131 Home Economics building.

3 November, 1 pm

Mickie Zerwig, "Yuit Hair Embroidery from St Lawrence Island: an Alaskan Phenomenon." 131 Home Economics Building.

LINGUISTICS

7 November, 3 pm

Ron Smyth, Department of Linguistics, University of Toronto, "Grammatical Factors in Pronoun Assignment: Some Limitations of Focus-Based Models." 4-70 Assiniboia Hall.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

3 November, 12:35 pm

Dave Trew, section head, and Leigh Noton, senior limnologist, Surface Water Assessment Branch, Alberta Environment Protection, "Biology and the Bureaucracy - Job Realities." G-116 Biological Sciences Centre.

10 November, 12:35 pm

Terry McGadden, head, Fish and Wildlife Service, Alberta Environmental Protection, "Looking Toward the Year 2000 in Fish Culture in Alberta." G-116 Biological Sciences Centre.

NEUROSCIENCE

3 November, noon

Paul Neumann, Department of Anatomy, Dalhousie University, "Genetic Analysis of Pattern Formation in the Vertebrate Nervous System." 207 Heritage Medical Research Centre.

PERINATAL RESEARCH CENTRE

8 November, noon

Vera Boros, "Leukotrienes in Hyperoxic Lung Damage: Causative Connection or Coincidence?" Classroom F, 2J4.02 Mackenzie Health Sciences Centre.

PHILOSOPHY

3 November, 3:30 pm

Mohan Matthen, "Biological and Social Aspects of the Emotions." 4-29 Humanities Centre.

PHYSIOLOGY

4 November, 3:30 pm

Chris Cheeseman, "Glucagon-related Peptides and Intestinal Hexose Absorption." 652 Heritage Medical Research Centre.

RENEWABLE RESOURCES

3 November, 12:30 pm

J Zeiazek, "Stress and Stress Acclimation in Spruce Seedlings." 8-21 General Services Building.

10 November, 12:30 pm

Norman Sawatsky, "Measurement and Importance of Diffusion to Fate and Transport of Contaminants in Soils." 2-36 Earth Sciences Building.

RURAL ECONOMY

31 October, 3:15 pm

Jeffrey D Ward, "Performance of Cooperatives in Developing Countries: Thailand Case Study." 519 General Services Building.

SOCIOLOGY

2 November, noon

Karol Krotki, "The Politics and Sociology of the Cairo Conference." 5-15 Tory Building.

UNIVERSITY TEACHING SERVICES

1 November, 3:30 pm

Karl Kopecky, "Recruitment and Screening of Graduate Students (Science)." 281 CAB.

2 November, 3 pm

Lucille Mandin, "Are Your Teaching Practices Congruent with Your Epistemological Beliefs?" 281 CAB.

3 November, 2 pm

Roger Beck, "Becoming More Accountable to Students and Ourselves." TB W2 Tory Breezeway.

7 November, 4 pm

Bill Meloff and Robert Silverman, "Results of Handouts in Social Sciences—The Big Payoff: Departmental Book Publishing." 281 CAB.

New degree program *Continued from page 5*

program blends the natural sciences with the social sciences and the linkages help students and staff appreciate the value of both.

Employment opportunities are growing in the area of land reclamation, says Dr Chanasyk. Governments have set strict regulations about land restoration following industrial use, and many industries require research help to find the best options. Dr Chanasyk has been working for several years with TransAlta Utilities doing field studies related to land restoration after coal mining.

9 November, 3 pm

Brian Nielsen, "Evaluating Student Performance: Marking, Grading, Use of the Guidelines." TB-W2 Tory Breezeway.

WESTERN CANADIAN CENTRE OF SPECIALIZATION IN DEAFNESS/EDUCATIONAL PSYCHOLOGY

4 November, 7 pm

J King Jordan, president, Gallaudet University, Washington, D.C., "Visions for the Future in Deafness: A Personal Perspective." 2-115 Education North.

WOMEN'S PROGRAM (FACULTY OF EXTENSION)

1 November, 7:30 pm

Dorothy Tovell, "Myth and Lore at the Holy Wells of Ireland: One Woman's Experience with Earthwatch." Lecture Theatre 4, Humanities Centre.


ZOOLOGY

1 November, 12:30 pm

Jim Cardwell, "Making Fish Smell Even Better: Sex and Olfaction in Cyprinid and Characid Fish." G-114 Biological Sciences Centre.

8 November, 12:30 pm

Fred Van Goor, "Interactions Between Protein Kinase C and Voltage Sensitive Calcium Channels in Identified Goldfish Pituitary Cells." G-114 Biological Sciences Centre.

 This symbol denotes environmentally-related seminars/events. If you wish to have an environmentally-related event listed in this way, please contact: The Environmental Research and Studies Centre, 492-6659.

CORRECTION

Last week's *Folio* listed the sponsors of a talk by Angelika Sauer, of the University of Winnipeg, as the Departments of Political Science and Germanic Languages. In fact, the sponsoring departments are History and Germanic Languages.

Search Committee for Vice-President (Academic)

Dr John McDonald is resigning from his position as Vice-President (Academic) effective 1 January 1995. In consultation with the Chairman of the Board of Governors, Mr John Ferguson, President-elect Dr Rod Fraser has asked therefore that a Search Committee for Vice-President (Academic) be struck.

The composition of the Search Committee for Vice-President (Academic) comprises three members of the full-time and continuing part-time faculty (Categories A1.1, A1.5 or their counterparts in A1.6), who do not hold administrative positions as defined in Section 22.3.2(4) of the GFC Policy Manual. Staff who are on administrative or study leave, or who will be during the period of the Committee's deliberations, are not eligible to serve. Dr Fraser hopes that the Search Committee will meet for the first time in early January.

Written nominations supported by the signatures of five members of the full-time and part-time academic staff (not including the nominee) should be submitted to the Director of the University Secretariat, Ellen Schoeck, 2-5 University Hall. **Nominations must be received by Monday, 14 November 1994, 4:30 pm.** Nominees must agree to stand for election to the Search Committee. GFC regulations require that nominees should not be holders of an administrative position, such as Dean or Department Chair, since administrators are already represented on the Search Committee. The full composition of the Search Committee for Vice-President (Academic), together with nomination and election procedures, are contained in Section 102 of the GFC Policy Manual. If you have any questions about eligibility to serve or to nominate, please call Ellen Schoeck at local 5430.

Silver anniversary for Linguistics

Former students say it all

By Elsa Roehr

Even in linguistics, actions speak louder than words. That's why the Department of Linguistics measures its accomplishments by the achievements of its students. So, to mark its silver anniversary, the department is counting on its alumni to shine.

Twenty-nine presentations will be made at "Twenty-five Years of Linguistics at the University of Alberta: A Showcase of Accomplishment in Research and Education," a three-day conference taking place this weekend. Of these, 17 speakers will present technical papers in four academic sessions on subjects as varied as the perception of foreign-accented speech to the seg-

mentation of Taiwanese syllables. Other former students will explain how their education in linguistics contributed to career paths outside the field.

"We hope to publicize both the academic and general education benefits of training in linguistics, as well as make a statement about what our department has accomplished over the years," says Bruce Derwing, Professor and Chair of the Conference Organizing Committee.

For a conference program or registration information, call the Department of Linguistics at 492-3434.

EVENTS

ART TOUR OF CAMPUS

30 October

An art tour of campus with Art Curator Helen Collinson, of the Department of Museums and Collections Services, will take place this Sunday at 2 pm. The tour will start at the main door of University Hall (southwest corner of 114 Street and 89 Avenue). Stopover points include three University buildings where Canadian art, Inuit art, landscape paintings, contemporary prints and public sculpture are on exhibit. Refreshments will be available after the tour. Call 492-5834 for complete details.

EXHIBITIONS

BRUCE PEEL SPECIAL COLLECTIONS LIBRARY

Until 15 November

"Beyond Words: An Exhibition of Manuscripts and Manuscript Facsimiles." Gallery hours: Monday to Friday, 8:30 am to 4:30 pm. B7 Rutherford South.

FILM

DEPARTMENT OF GERMANIC LANGUAGES

8 November, 7:15 pm

Tarot (1985) - German with English subtitles. 141 Arts Building.

MUSIC

DEPARTMENT OF MUSIC

4 November, 8 pm

Musica Festiva Series - University of Alberta Concert Choir with Marnie Giesbrecht, organist. Debra Cairns, conductor. The program will feature Durufle's "Requiem." Admission: \$10/adult, \$7/student and senior. West End Christian Reformed Church.

5 November, 8 pm

"Music at Convocation Hall" - featuring Fordyce Pier, trumpet; with Kay McAllister, horn; John McPherson, trombone; Dennis Prime, clarinet; Norman Nelson, violin; Jan Urke, bass; Janet Scott-Hoyt, piano; Shelley Younge, flute; Hiromi Takahashi, oboe; Diane Persson, bassoon; and Tanya Prochazka, cello. Malcolm Forsyth, conductor. Program will include works by Poulenc, Hindemith, Varèse, Casella and Martinu. Lecturer and guest host: John Charles, critic, *Edmonton Sun*.

Folio deadline moved up

Folio will be published on Thursday, 10 November, due to the Remembrance Day holiday. Classified ads and display ads, as well as submissions for the "Talks" section, must reach the Office of Public Affairs by 3 pm Thursday, 3 November.

POSITIONS



The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC STAFF

APO position, University Secretariat

The University Secretariat seeks applications for an Administrative Professional Officer to act in a senior administrative and legislative capacity in relation to a number of key University committees including: GFC Academic Appeals Committee (academic standing appeals); University Appeal Board (student discipline appeals); GFC Campus Law Review Committee (Code of Student Behavior); and the GFC Committee on Admissions, Academic Standing and Transfer (chaired by the Associate Vice-President (Academic)). The person in this position will develop and deliver educational programs for associate deans and student appeal advisors with respect to appeals processes, and will have a number of other general legislative responsibilities.

Ideally, applicants will have a postsecondary degree and directly-related experience, preferably in a Faculty Office. The successful candidate will have outstanding analytical and communication skills and the ability to engender the confidence of all constituent groups in the University, including that of opposing parties to an appeal. This APO will be a proactive problem-solver and will have a demonstrated ability to apply complex regulations in a sensible manner. Since the University Secretariat provides links between and

among the legislative, judicial and executive branches of University governance, related experience in these areas will be an asset.

The person in this position reports to the Director of the University Secretariat and Executive Assistant to the President, and will work with a small team of other staff in the University Secretariat in an environment that is collegial, open and consultative. The University Secretariat is a unit which responds rapidly to the changing needs of both the President's Office and senior University committees; as a result, staff duties can change quickly.

Letters of application, a résumé and the names of at least three referees should be sent to: Ms Ellen Schoeck, Director of the University Secretariat and Executive Assistant to the President, 2-1 University Hall, by 31 October 1994. The salary range of this position is under review. The ideal start date is 1 December 1994.

Business Selection Committee invites input

A Selection Committee for Chair, Department of Finance and Management Science, Faculty of Business, has been established. Anyone wishing to make suggestions/comments to this body should do so before 1 December 1994 by writing to: Rodney Schneck, Dean, Faculty of Business, 4-40 Business Building.

Materials Management holding orientation/workshop sessions

The Department of Materials Management will be conducting orientation/workshop sessions for its client departments on campus. Sessions will focus on the services offered by Materials Management. By having workshop-style sessions, the department hopes to learn more from cli-

ents as to how it can best serve their needs. Ninety-minute sessions will be held at the Materials Management Building, 2nd Floor Conference Room, on Wednesday, 16 November, 9:30 am and 1:30 pm, and Thursday, 17 November, at the same times. To register, call 492-5438.

ADS

ACCOMMODATIONS FOR RENT

MICHENER PARK - Two bedroom rowhouses and apartments for rent in University residence located in southwest Edmonton. Excellent bus service to University, utilities included. University inquiries welcome, 492-7044.

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COURTYARD of Riverbend, luxury townhomes. Fireplace, double attached garage, full basement, rents from \$995. Phone 430-6381.

RENT IN WINDSOR PARK - Three bedroom view home. Walk to campus. \$1,000/month. 433-0212.

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109 STREET 72 AVENUE - Two bedroom house, developed basement, garage, fenced yard. \$625. 483-8460.

FOUR BEDROOM HOUSE, 1 1/2 blocks off campus. Five appliances. Available 1 November. 432-0037 (R), 483-7115 (W).

NEAR UNIVERSITY - Two bedroom highrise condo. Two full baths, heated parking, south exposure. Available immediately. Phone 955-7221, (604) 564-7080.

GARNEAU - Fully furnished house available 1 January - 30 June. Two/three bedrooms, two bathrooms. Nonsmokers. Quiet road 200 yards from campus. \$800/month including utilities. 432-1294.

UNIVERSITY AREA - Two plus two bedrooms, four appliances, garage, fenced. \$700/month. 1 November. 437-7155.

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from \$33,000 to \$474,500. Ask for Connie Kennedy, condo consultant/specialist, 25 years. Re/Max, 488-4000.

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VICTORIA PROPERTIES - Knowledgeable, trustworthy realtor with Edmonton references will answer all queries, send information, no cost/obligation. "Hassle-free" property management provided. (604) 595-3200, Lois Dutton, Re/Max ports west, Victoria, B.C.

WINDSOR PARK home, view, split-level, three bedrooms, large lot. \$235,000. 433-0212.

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GARNEAU - Charming, two storey, three bedrooms. New kitchen, shingles, refinished hardwood. Formal living, dining. Asking \$179,500. Owner may rent. Tom Lineham, Re/Max, 438-1575.

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VIETNAMESE INTERPRETER required by criminal law firm. Phone Robert, 424-9058.

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PROFESSOR R. WEISBERG

Floersheimer Professor of Constitutional Law
Benjamin N. Cardozo School of Law
Yeshiva University, New York

Thursday, November 3, 1994

12:00 Noon Law Centre — Room 231

"A New Look at the Trail Scene and Act 5
of *The Merchant of Venice*"

Friday, November 4, 1994

12:00 Noon Law Centre — Faculty Lounge

"What Lawyers Did, and Why, During the
Vichy Regime?"

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